



HR Update

October, 2015

New Employee Orientation (NEO) Going Strong

Even if you are not a new employee, you may have heard talk of the County's new hires attending Human Resource's (HR's) centralized New Employee Orientation (NEO). Rolled-out in June, the NEO is held every other Monday at the start of a pay period. This way, all new hires start on a Monday and receive a full two weeks of pay on their first paycheck. The goal of NEO is to welcome all new employees and provide them with the information they need to perform most effectively in their County positions.

Employees arrive bright and early, begin filling out their new hire paperwork, and are officially welcomed by a member of the County's leadership team. Although there is an HR facilitator for the day, subject matter experts drop in to present such topics as Benefits, Deferred Compensation, Emergency Management and IMSD policies. The day-long class is held in the Courthouse and culminates with a trip to pick up the employee's brand new County ID Badge. Since June 8th, HR has held 9 sessions and oriented almost **215** employees who have been "jump-started" to succeed in their new roles at the County.



County Executive Abele presenting at the June 22nd NEO session.

Don't forget

Open Enrollment for 2016 Benefits

This year's open enrollment period and informational sessions will be held from **December 7, 2015** through **December 16, 2015**. At these sessions, County Employee Benefit staff will be present to answer questions about your County plans. Representatives from the County's medical, dental, pharmacy, life insurance and supplemental plans will also be present to answer questions.

Please watch for more detailed information to be distributed by the Benefits Division as we approach the December enrollment meetings. In the meantime, if you have any questions concerning your Milwaukee County employee benefits, please call **278-4198**, or e-mail benefits@milwaukeecountywi.gov.

2016 Budget: Salary/Benefits

County Executive Chris Abele announced his 2016 recommended budget on October 1st. Over the next month, the County Board will be reviewing, meeting, and making amendments to this budget. The Board will vote on adopting the budget as amended on Monday, November 9th, and will meet and vote on any County Executive vetoes on Wednesday, November 18th. After this vote, the 2016 budget will be final.

Chris sent out an e-mail blast on Friday, September 25th regarding wage and benefit initiatives in his budget, which included these items:

Compensation Changes Summary for General Employees (excluding those covered by a certified bargaining unit):

- ✓ Base salary increase (1.5% implemented last month & 1% implemented 7/1/16)
- ✓ Employees may be eligible to receive a one-time payment of 0.5% of their salary. Employees in any state of written corrective action are not eligible.
- ✓ \$1.5 million budgeted for the compensation system reform, resulting in raises for hundreds of employees whose current pay is below market ranges and most of whom provide direct services to the community.
- ✓ An additional \$1 million is budgeted for pay equity adjustments.

Benefits Changes Summary for General Employees (excluding public safety employees):

- ✓ No increase in medical premiums and no increases to deductibles, coinsurance, or office copays.
- ✓ For 2016, general employees will contribute 6.5% of salary to the pension plan (up from 5.0% in 2015).
- ✓ Significantly expanding and improving the County's Tuition Assistance benefit.
- ✓ The County contribution to employees' Flexible Spending Accounts will continue, with the budget proposing a \$1 match for every \$2 employees contribute to a Flexible Saving Account.

Flu Shots

Milwaukee County Employee Benefits will be offering **free** seasonal flu shots throughout Milwaukee County to all employees and their eligible adult dependents during the weeks of **October 5, 2015 and October 12, 2015**. Please note, flu shots will not be available for children under age 18 at these events.

Monday, Oct 5 Washington Park Senior Center - Main Hall 4420 W. Vliet Street 1:30 PM - 4:00 PM	Tuesday, Oct 6 Safety Building 821 W. State Street Sheriff Gymnasium 8:30 AM - 11:30 AM	Tuesday, Oct 13 Sheriff's Training Academy Classroom 6 9225 S. 68th Street 8:30 AM - 11:30 AM	Tuesday, Oct 13 Parks Dept. Basement 9480 Watertown Plank Rd 1:30 PM - 4:00 PM
Wednesday, Oct 14 Sheriff's Training Academy Classroom 6 9225 S. 68th Street 1:00 PM - 4:00 PM	Thursday, Oct 15 Parks Dept. Basement 9480 Watertown Plank Rd 9:00 AM - 11:30 AM	Thursday, Oct 15 Zoofari Conference Center 9715 W. Bluemound Rd 1:00 PM - 4:00 PM	Friday, Oct 16 Safety Building Sheriff Gymnasium 821 W. State Street 1:00 PM - 4:00 PM

Falling Back Nov. 1st

On Sunday, November 1st at 2:00 a.m. we return to standard time and "Fall Back" one hour.

Don't Forget to Change Your Clocks!

